

ARTICLE 25

EQUAL EMPLOYMENT OPPORTUNITY

1. Equal Opportunity:

- a. Management and the Union will cooperate in providing equal opportunity for employment, training, and promotion and will not discriminate because of age, race, gender, religion, color, national origin, sexual orientation, marital or familial status, disability, lawful political affiliation, or other nonmerit factors. The Parties agree to cooperate in providing equal opportunity for all employees in the implementation of Forest Service and Union programs.
- b. Each Party agrees to advise the other of equal opportunity problems of which they are aware. The Parties will jointly seek solutions to such problems.

2. Civil Rights Committees: At least one member of Civil Rights Committees will be a Union representative. On units where such committees are not established, the Union will be afforded the opportunity for pre-decisional involvement in dealing with Equal Employment Opportunity (EEO) issues likely to affect Bargaining Unit employees. Use of Partnership Councils for this purpose is encouraged.

- 3. Washington Office EEO Counselor contact information will be posted at all duty stations and on the internet and kept current.
- 4. Employees actively contributing to the advancement of EEO practices may be recognized for their actions. The Union may nominate such persons for recognition. (See Article 17.)
- 5. The Union at the appropriate level will be given an opportunity to become pre-decisionally involved in the development of and/or negotiate on new or revised EEO/Affirmative Employment Plans, as appropriate.
- 6. The appropriate Union official will be given reasonable notice of and provided reasonable time to be present at Alternative Dispute Resolution (ADR) sessions.

7. The role of a Union official representing the interests of the bargaining unit is to serve in the capacity of a technical representative. A Union official serving in this capacity does not speak for or represent the involved employee.
8. The role of a Union representative who accompanies an employee during an ADR process is to assist and advise the employee in obtaining resolution.
9. In the context of EEO complaint settlement or ordered relief from third-party proceedings, Management acknowledges its obligations under pertinent labor and civil rights laws and regulations, when such actions will affect conditions of employment for Bargaining Unit employees. Such actions include the obligation to provide notice and negotiate as appropriate under Article 11.
- 10. Workforce Diversity:** The Union and Management support the goal of becoming a multicultural organization with a diverse workforce.